

## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

### AIR FORCE EQUAL EMPLOYMENT OPPORTUNITY DATA

Section 301 of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No Fear Act ), requires each Federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29C.F.R. Part 1614. The specific data to be posted is described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the Air Force is available below. The posting of EEO data on agency public websites is intended to assist Congress, Federal agencies and the public to assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

**Pursuant to the No Fear Act:  
Department of the United States Air Force**

**Data as of June 30, 2007**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	FY 2007	2006	2005	2004	2003	2002
Number of Complaints Filed in FY 1614.704(a)	326	566	604	673	540	540
Number of Complainants 1614.704(b)	308	519	555	608	475	478
Repeat Filers 1614.704(c)	28	47	49	65	65	62

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Basis Note: Complaints can be filed alleging multiple bases. Sum of the bases may not equal total complaints filed.	FY 2007	2006	2005	2004	2003	2002
Race	124	215	243	275	393	417
Black	88	143	173	182	283	264
White	26	45	41	55	66	106
American Indian/Alaskan Native	0	10	11	10	6	10
American Asian Pacific Islander	10	17	18	28	38	37
Color	42	59	79	105	137	99
Religion	10	23	27	37	39	35
Reprisal	149	237	99	297	423	418
Gender	111	188	123	247	328	625
Male	39	43	28	92	69	102
Female	72	145	95	155	259	523
National Origin	45	81	99	107	134	149
Hispanic	28	42	45	51	80	93
Other	17	39	54	56	54	56
Equal Pay	1	0	4	3	0	0
Male	0	0	3	0	0	0
Female	1	0	1	3	0	0
Age	86	156	142	187	231	251
Disability	90	177	117	190	254	249
Mental	31	61	37	52	72	66
Physical	60	116	80	138	182	183

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints by Issue Note: Complaints can be filed alleging multiple bases. Sum of the bases may not equal total complaints filed.	FY 2007					
		2006	2005	2004	2003	2002
Appointment/Hire	10	25	28	46	33	28
Assignment of Duties	38	68	81	78	130	73
Awards	10	13	19	13	34	24
Conversion to Full-time	4	0	0	1	5	0
<b>Disciplinary Action</b>	58	90	222	131	177	395
Demotion	3	1	7	7	9	3
Reprimand	12	23	70	34	36	32
Suspension	19	34	66	43	65	58
Removal	12	10	43	17	23	15
Other	12	22	36	30	44	287
Duty Hours	10	15	33	27	31	27
Evaluation Appraisal	59	100	125	122	263	216
Examination/Test	1	2	1	2	0	5
<b>Harassment</b>	132	229	220	231	390	619
Non-Sexual	125	195	195	200	360	598
Sexual	12	34	25	31	30	21
Medical Examination	5	4	13	3	4	12
Pay (Including Overtime)	9	19	32	19	42	47
Promotion/Non-Selection	61	116	122	136	220	264
<b>Reassignment</b>	19	24	24	21	43	46
Denied	7	15	6	6	16	13
Directed	12	9	18	15	27	33
Reasonable Accommodation	7	38	31	20	25	13
Reinstatement	2	4	2	3	5	7
Retirement	1	4	4	3	3	8
Termination	23	23	46	38	53	57
Terms/Conditions of Employment	27	66	66	71	78	95
Time and Attendance	27	28	31	46	77	43
Training	12	23	29	27	64	31
Other	60	121	102	171	262	234

29 CFR §1614.704(f)			29 CFR §1614.704(f) Comparative Data Previous Fiscal Year Data				
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		FY 2007					
			2006	2005	2004	2003	2002
All complaints pending Investigative Stage	1614.704(f)(1) Pending Complaints	223	130	620	655	673	763
All complaints pending in Final Agency Action Stage		576	314	255	211	160	235
All complaints pending in which Hearing was not requested	1614.704(f)(2) Hearing not Requested						
Time pending to issue Final Agency Action		338	397	136	161.3	N/A	N/A
Time pending in Investigation Stage		159	160	419	413.6	N/A	N/A
All complaints pending in which a Hearing was requested	1614.704(f)(3) Hearing Requested						
Open Complaints Pending Hearing		119	124	172	166	197	264
Average Time (days) in investigation stage		162	610	703	676.2	N/A	N/A

29 CFR §1614.704(g)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Dismissed by Agency Pursuant to 1614.107(a)		FY 2007					
			2006	2005	2004	2003	2002
Total Complaints Dismissed by Agency		47	107	139	90	89	82
Average Time (days) to Dismiss a Complaint		183	137	172.89	233.9	230.8	208.9

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Total Final Agency Actions Finding Discrimination	FY 2007		2005		2005		2004		2003		2002	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Complaints	149		284		251		279		336		225	
Total Number Findings 704(h)(1)	3	2.013%	2	0.704%	13	5.179%	7	2.509%	15	4.464%	15	6.667%
Without Hearing 704(h)(2)	2	1.342%	1	0.352%	2	0.797%	3	1.075%	3	0.893%	0	0.000%
With Hearing 704(h)(3)	1	0.671%	1	0.352%	11	4.382%	4	1.434%	12	3.571%	15	6.667%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	FY 2007											
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	3	2.01%	2	0.70%	13	5.18%	7	2.51%	15	4.46%	15	6.67%
Number Findings Rendered Without Hearing 704(i)(2)	2	1.34%	1	0.35%	2	0.80%	3	1.08%	3	0.89%	0	0.00%
Number Findings Rendered After Hearing 704(i)(3)	1	0.67%	1	0.35%	11	4.38%	4	1.43%	12	3.57%	15	6.67%
Race	2	22.22%	0	0.00%	2	8.33%	4	28.57%	14	27.45%	9	20.45%
Black	1	11.11%	0	0.00%	2	8.33%	3	21.43%	13	25.49%	9	20.45%
White	0	0.00%	0	0.00%	0	0.00%	1	7.14%	1	1.96%	0	0.00%
American Indian/Alaskan Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
American Asian Pacific Islander	1	11.11%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Color	0	0.00%	0	0.00%	1	4.17%	0	0.00%	4	7.84%	1	2.27%
Religion	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Reprisal	2	22.22%	1	50.00%	3	12.50%	5	35.71%	13	25.49%	14	31.82%
Gender	2	22.22%	0	0.00%	6	25.00%	0	0.00%	10	19.61%	5	11.36%
(Male)	1	11.11%	0	0.00%	0	0.00%	0	0.00%	4	7.84%	0	0.00%
(Female)	1	11.11%	0	0.00%	6	25.00%	0	0.00%	6	11.76%	5	11.36%
National Origin	1	11.11%	1	50.00%	3	12.50%	0	0.00%	2	3.92%	1	2.27%
Hispanic	0	0.00%	0	0.00%	3	12.50%	0	0.00%	1	1.96%	1	2.27%
Other	1	11.11%	1	50.00%	0	0.00%	0	0.00%	1	1.96%	0	0.00%
Age	0	0.00%	1	50.00%	8	33.33%	2	14.29%	3	5.88%	2	4.55%
Disability	2	22.22%	1	50.00%	1	4.17%	3	21.43%	5	9.80%	12	27.27%
Mental	1	11.11%	0	0.00%	0	0.00%	0	0.00%	1	1.96%	6	13.64%
Physical	1	11.11%	1	50.00%	1	4.17%	3	21.43%	4	7.84%	6	13.64%
Totals	9		4		24		14		51		44	

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
Findings of Discrimination Rendered by Issue Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.												
			FY 2007		2006		2005		2004		2003	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	3	2.01%	2	0.70%	13	5.18%	7	2.51%	15	4.46%	15	6.67%
Findings Without Hearing 704(j)(2)	2	1.34%	1	0.35%	2	0.80%	3	1.08%	3	0.89%	0	0.00%
Findings After Hearing 704(j)(3)	1	0.67%	1	0.35%	11	4.38%	4	1.43%	12	3.57%	15	6.67%
Appointment/Hire	0	0.00%	0	0.00%	6	13.33%	1	7.14%	0	0.00%	0	0.00%
Assignment of Duties	0	0.00%	1	25.00%	4	8.89%	0	0.00%	3	3.80%	3	6.25%
Awards	0	0.00%	0	0.00%	3	6.67%	0	0.00%	0	0.00%	0	0.00%
Conversion to Full-time	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Disciplinary Action	1	16.67%	1	25.00%	1	2.22%	0	0.00%	16	20.25%	6	12.50%
Demotion	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Reprimand	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	16.46%	3	6.25%
Suspension	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.27%	1	2.08%
Removal	1	16.67%	0	0.00%	0	0.00%	0	0.00%	2	2.53%	2	4.17%
Other	0	0.00%	0	0.00%	1	2.22%	0	0.00%	0	0.00%	0	0.00%
Duty Hours	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	5.06%	0	0.00%
Equal Pay Violation	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Evaluation Appraisal	1	16.67%	2	50.00%	7	15.56%	4	28.57%	5	6.33%	6	12.50%
Examination/Test	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Harassment	1	16.67%	1	25.00%	12	26.67%	2	14.29%	8	10.13%	9	18.75%
Non-Sexual	1	16.67%	1	25.00%	11	24.44%	2	14.29%	6	7.59%	9	18.75%
Sexual	0	0.00%	0	0.00%	1	2.22%	0	0.00%	2	2.53%	0	0.00%
Medical Examination	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Pay (Including Overtime)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	2.53%	0	0.00%
Promotion/Non-Selection	1	16.67%	1	25.00%	2	4.44%	1	7.14%	11	13.92%	4	8.33%
Reassignment	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	6.25%
Denied	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Directed	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	6.25%
Reasonable Accommodation	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Reinstatement	1	16.67%	0	0.00%	2	4.44%	0	0.00%	0	0.00%	0	0.00%

Retirement	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Termination	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	7.59%	0	0.00%
Terms/Conditions of Employment	0	0.00%	0	0.00%	4	8.89%	2	14.29%	9	11.39%	1	2.08%
Time and Attendance	0	0.00%	0	0.00%	1	2.22%	1	7.14%	2	2.53%	0	0.00%
Training	1	16.67%	0	0.00%	1	2.22%	0	0.00%	0	0.00%	3	6.25%
Other	0	0.00%	0	0.00%	2	4.44%	3	21.43%	13	16.46%	13	27.08%
<b>Totals</b>	<b>6</b>		<b>7</b>		<b>45</b>		<b>14</b>		<b>79</b>		<b>48</b>	

29 CFR §1614.704(k)							29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaints Pending From Previous Fiscal Years by Status						FY 2007					
							2006	2005	2004	2003	2002
Total complaints from previous Fiscal Years 704(k)(1)						572	586	628	685	778	834
Total Complainants 704(k)(2)						899	1154	1301	1358	1318	1374
<b>Number complaints pending [as of 9/30]: 704(k)(3)</b>											
Investigation						124	130	151	227	222	165
ROI issued, pending Complainant's action						10	7	N/A	N/A	N/A	N/A
Hearing						127	123	150	149	198	265
Final Agency Action						249	198	266	223	218	297
Appeal with EEOC Office of Federal Operations						33	57	N/A	N/A	N/A	N/A

5 CFR §724.103 (a) (5)						
Federal Employee Discrimination and Retaliation - Disciplinary Actions Relating to Discrimination, Prohibited Personnel Practice, Whistleblower		Comparative Data Previous Fiscal Year Data				
	FY 2007	2006	2005	2004	2003	2002
Total Disciplinary Actions		10	7	5	8	6
Reprimand	N/A	0	0	0	0	0
Suspension	N/A	8	7	5	8	6
Discrimination	N/A	3	0	1	0	2
Prohibited Personnel Practice	N/A	1	3	0	2	2
Sexual Harassment	N/A	4	4	4	6	2
Removal	N/A	2	0	0	0	0
Sexual Harassment	N/A	2	0	0	0	0

5 CFR §724.302 (a) (2)						
<b>Amount of Money Reimbursed to the Justice Fund</b>						
<b>(In Thousands) *Only one case separated Att Fees</b>						
Employee	N/A	\$709	\$1,268	\$952	N/A	N/A
Attorney	N/A	\$75				